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General Assembly

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Agenda items 115 (i) and 115 (j)
Appointments to fill vacancies in subsidiary organs and other appointments: appointment of the judges of the United Nations Dispute Tribunal; appointment of the judges of the United Nations Appeals Tribunal

Report of the Internal Justice Council

I. Introduction

1. As part of the new framework for the system of administration of justice within the United Nations, the General Assembly, by its resolution 62/228, established the Internal Justice Council to help "ensure independence, professionalism and accountability" in the new system (see resolution 62/228, para. 35). A central feature of the new system of justice was the creation of two new tribunals, the United Nations Appeals Tribunal and the United Nations Dispute Tribunal. Pursuant to paragraph 37 (b) of that resolution 62/228, the Assembly requires that the Council, as one of its primary tasks, "provide its views and recommendations to the General Assembly on two or three candidates for each vacancy in the United Nations Dispute Tribunal and the United Nations Appeals Tribunal, with due regard to geographical distribution".

2. Currently the Appeals Tribunal has seven judges[1] and the Dispute Tribunal has five judges (three full-time and two half-time). There are also presently two ad litem judges of the Dispute Tribunal whose terms of office, which ended on 31 December 2011,[2] were extended by the General Assembly (see resolution 66/237, para. 42). When the first judges of both Tribunals were appointed, their terms of office were determined by the drawing of lots.[3] Accordingly, three-year terms of office were

[1] The United Nations Appeals Tribunal currently meets for two-week sessions, three times a year.

[2] From July 2009 to June 2011, the United Nations Dispute Tribunal had three ad litem judges, one stationed in New York, one in Geneva and one in Nairobi. The initial term of the ad litem judges was twelve months (from July 2009 to June 2010), this was extended by a further twelve months from July 2010 to June 2011, and then by a further six months from July 2011 to December 2011. The ad litem judge in New York was unable to accept the further six-month extension, therefore there has been no ad litem judge in New York since July 2011.

[3] See article 4(4) of the Statute of the United Nations Dispute Tribunal (resolution 63/253, annex I); article 3(4) of the Statute of the United Nations Appeals Tribunal (resolution 63/253, annex II); and resolution 62/228, para. 45.

Please recycle

determined for one full-time judge of the Dispute Tribunal (Memooda Ebrahim-Carstens (Botswana)), one half-time judge of the Dispute Tribunal (Goolam Hoosen Kader Meeran (United Kingdom of Great Britain and Northern Ireland)) and three judges of the Appeals Tribunal (Jean Courtial (France), Kamaljit Singh Garewal (India) and Mark P. Painter (United States of America)). As their terms of office commenced on 1 July 2009, their three-year terms of office are due to expire on 30 June 2012. Some of the judges were afforded shorter terms of office, through the mechanism of the drawing of lots, in order to protect institutional memory and provide continuity by ensuring that there would be staggered appointments to the Tribunals, so avoiding the problem attendant upon a new full set of judges being appointed for each Tribunal every seven years.

3. It is the understanding of the Internal Justice Council that, in the decision, contained in General Assembly resolution 66/237, to extend the mandate of the three ad litem Dispute Tribunal judges for one year, the Assembly intended for the incumbent ad litem judges to continue in office without the need for re-appointment. This understanding is based, in particular, on the language set out in paragraph 20 of the report of the Advisory Committee on Administrative and Budgetary Questions (A/66/7/Add.6), which is noted in paragraph 42 of the resolution 66/237. The Council notes that this approach achieves the twin objectives of ensuring continuity in the work of the Dispute Tribunal and providing capacity to that Tribunal to deal with the ongoing workload and pending cases.

4. Accordingly, the Council notes that the terms of office of two incumbent ad litem judges (Jean-François Cousin (France), who is based in Geneva and Nkemdilim Amelia Izuako (Nigeria), who is based in Nairobi) now run until 31 December 2012. However, there is no incumbent judge in New York and the present report provides recommendations on candidates for appointment to the ad litem post in New York. The Council also notes that Judge Cousin is a candidate for appointment as a permanent half-time judge of the Dispute Tribunal (see below). If Judge Cousin is appointed to the permanent position, a vacancy will arise in relation to the ad litem position in Geneva. If this happens, the Council will recommend candidates to the General Assembly to replace Judge Cousin as a matter of urgency.

5. The current members of the Council are Sinha Basnayake (Sri Lanka, distinguished external jurist nominated by management), Geoffrey Robertson QC (United Kingdom, distinguished external jurist nominated by staff), Frank Eppert (United States of America, management representative), Jenny Clift (Australia, staff representative) and Justice Kate O'Regan, former judge of the Constitutional Court of South Africa, who serves as chair.

6. During 2011, the Council noted that the three-year terms of office of five judges (as described in para. 2 above), would come to an end in June 2012, and accordingly transmits, in the present report, its recommendations for each vacancy. In its view, although the five judges concerned would be eligible to apply for re-appointment for a further non-renewable term of seven years, the expiry of their terms of office would result in vacancies on the Tribunals as contemplated by paragraph 37 (b) of General Assembly resolution 62/228 through the operation of Articles 4.4 and 3.4 of the Statutes of the UNDT and UNAT respectively.

7. As in the previous selection process (see A/63/489 and Add.1), the Council considered suitable candidates should be identified, who would ensure that the judicial process was independent and professional and delivered accountability. To

that end, the Council decided that a full public process, consistent with paragraph 45 of General Assembly resolution 65/251, should be instituted to identify suitable candidates. Advertisements for the vacancies were placed in mid-June 2011 both online and printed editions of *The Economist* (11 June), *Le Monde* (13 June), *Jeune Afrique* (12 June) and *The Wall Street Journal* (13 June in Europe and Asia, 20 June in the United States of America). A note verbale, dated 13 June 2011, was sent to all permanent missions. Vacancy notices were sent for local circulation to all United Nations information centres and United Nations resident coordinators and to all United Nations judicial institutions. In addition, the Chief Justices of all Member States were informed of the vacancies. Press releases were sent to a range of non-governmental organizations, universities, legal journals, professional associations, other international courts and tribunals and to judges' associations. The closing date for applications was 15 July 2011. The Council expresses its gratitude to the Office of Human Resources Management for its assistance and support in this process.

8. The Council is pleased to report that it received 411 applications from 78 different countries. There were a total of 112 candidates from North America, 34 from Latin America, 106 from Europe, 109 from Africa and 50 from Asia, including Australasia. Of those, 205 were male candidates and 206 female candidates. Very few candidates were unqualified, and given that to qualify under the applicable statutes, candidates for the Appeals Tribunal required 15 years' judicial experience and candidates for the Dispute Tribunal, 10 years, this was an impressive response from experienced sitting and retired judges in jurisdictions around the world. To reduce costs, the Council held several lengthy telephone conferences in early August to consider the applications and other material (including sample judgements), supplied by every applicant in support of their credentials, and to compile a shortlist for interview. To be shortlisted, candidates had to display on paper the qualifications to suggest they would be excellent judges for the Tribunals. Selections were also made bearing in mind the need for geographical distribution and gender balance. In weighing these considerations, the Council noted the current composition of the Tribunals, and the need for the judges to be of high moral character, as specified in the statutes of both Tribunals. Of the three judges of the Dispute Tribunal whose terms of office are not expiring, there are two male judges, one from Mauritius and one from Germany, and a female judge from New Zealand. There are four judges of the Appeals Tribunal whose terms are not expiring: a male judge from Uruguay and female judges from Argentina, Ghana and Ireland.

9. Shortlisted candidates were interviewed by the Council at the offices of the International Tribunal for the Former Yugoslavia in The Hague, the Netherlands, in early September 2011. Before the interviews were held, written references were obtained, from two referees, for each candidate. In The Hague, candidates were required to complete a written assessment to test their writing and reasoning abilities, which was followed by an interview lasting approximately 45 minutes. All shortlisted candidates attended. As it did for the previous round of judicial appointments, following the interviews and with permission (which no candidate refused to give), the Council, with the assistance of the International Bar Association, approached the relevant domestic bar associations for confirmation of the integrity of each candidate. No negative reports were received in relation to any of the candidates listed below.

10. As an independent body advising on judicial appointments, the Council believes that its members must not only act impartially, but be seen to do so. In consequence, the Council adopted a policy on recusal during this selection process. It agreed that the internationally accepted standard on recusal should apply. Accordingly, members should stand down from participating in the deliberations in respect of a particular candidate if there was a real risk that a sensible and well-informed observer might reasonably perceive that they were unable to act impartially in respect of a particular candidate. In application of this policy, and with the agreement of other members of the Council, the Chairperson recused herself from the consideration of a judicial colleague from South Africa, and Geoffrey Robertson recused himself from the consideration of a candidate with whom he had close social connections.

11. The Council provides below its views in respect of the candidates it recommends as suitable for appointment to the three vacancies on the Appeals Tribunal, as well as both the full-time vacancy and the half-time vacancy on the Dispute Tribunal. The Council also makes recommendations concerning the ad litem positions.

12. The Council has recommended six candidates for the three vacancies on the Appeals Tribunal, two candidates for each of the full-time and half-time vacancies on the Dispute Tribunal and three candidates for the ad litem position in New York. In the view of the Council, it would be equitable for the General Assembly to make the appointments to the permanent positions on the Dispute Tribunal before making the appointment to the ad litem position, as appointment to a permanent position is clearly more advantageous to the candidates concerned. All the candidates for the ad litem position are also candidates for permanent positions. If it becomes clear that it is necessary for the Council to furnish additional names to the General Assembly because all the candidates for the ad litem position are appointed to permanent positions, the Council will do so as expeditiously as possible.

13. In making its recommendations, the Council has chosen the most outstanding candidates after giving due consideration to gender balance and geographical distribution. It has also taken care not to recommend more than one candidate from any one Member State for the Dispute Tribunal and Appeals Tribunal respectively, as specified by the General Assembly in its resolution 63/253 (para. 57), nor to recommend candidates from States from which there is already a sitting member on the relevant Tribunal. In some cases, this has meant difficult choices have had to be made between outstanding candidates. It is the view of the Council that all the recommended candidates, were they to be appointed, would serve the management and the staff of the United Nations in a manner that will maintain the independence, professionalism and accountability of the new system. The Council has, as the result of its experience in operating this unique system for international recruitment and appointment of judges, a number of recommendations for its improvement and will bring them to the attention of the General Assembly in the next report.

14. The Council would like to thank the United Nations Secretariat for the outstanding support that it has provided to the Council. It would also like to thank all the staff of the International Tribunal for the Former Yugoslavia, who provided unstinting assistance to the Council during the examination and interview process held at their offices.

II. Profiles of recommended candidates

15. Candidates are listed by Tribunal and vacancy, and then alphabetically by last name.

A. United Nations Appeals Tribunal (three vacancies)

Rosalyn M. Chapman (United States), born in 1943

16. Judge Chapman has recently retired as a United States Magistrate Judge on the United States District Court for the Central District of California, a position which she held from 1995 to 2010. During this time, Judge Chapman adjudicated on a wide variety of matters including civil rights, appeals of decisions taken by administrative agencies and labour and employment issues. Prior to her tenure with the United States District Court, Judge Chapman served from 1977 until 1995 as an administrative law judge in the California Office of Administrative Hearings. This is a specialized administrative court that hears cases arising from decisions of approximately 60 state agencies. Judge Chapman also has experience in the area of labour arbitration gained during her services as a labour arbitrator and consultant from 1980 to 1995 and experience as a legal services attorney during the periods from 1967 to 1972 and from 1973 to 1977. Judge Chapman received her law degree from the Boalt Hall School of Law, University of California, Berkeley, in 1967. Her first language is English.

Moses Chinhengo (Zimbabwe), born in 1955

17. Judge Chinhengo has served as a Judge of the High Court of the Republic of Botswana since March 2004. Prior to his appointment to the bench in Botswana, Judge Chinhengo served as a judge of the High Court of Zimbabwe for 8 years, starting in March 1996. Both of these high courts have unlimited civil and criminal jurisdiction. Judge Chinhengo received a Bachelor of Law Degree (BL) from the University of Rhodesia in 1978, a diploma in legislative drafting from the University of Zimbabwe and a Bachelor of Laws degree (LLB) from the University of Zimbabwe in 1984. Judge Chinhengo is fluent in English.

Jean Courtial (France), born in 1951

18. Judge Courtial was appointed as a judge of the United Nations Appeals Tribunal in 2009. Judge Courtial also serves as a member of the Conseil d'Etat, the Supreme Court of the French administrative judicial system, a position he has held since 1996. He was appointed a Councillor of State in 2008. Prior to being appointed to the Council of State, Mr. Courtial served as a judge on various administrative tribunals. He holds a degree in public administration and administrative law from the National School of Administration (1982) and a diploma in philosophy from Toulouse University (1972). His first language is French and he has a working knowledge of English and Spanish.

Alessandra Greceanu (Romania), born in 1967

19. Judge Greceanu currently serves as a Judge at the Court of Appeal of Bucharest having been appointed in 2002. Judge Greceanu is currently on the Court's Civil Section (IV) and previously sat on the Court's Labour Section. She is

also currently serving as a trainer Judge at the National Institute of Magistracy in labour law and European Union law. Prior to appointment at the Court of Appeal, Judge Greceanu held appointments from 2000 until 2002 with the Tribunal of Bucharest (Civil and Administrative Suit) and from 1993 to 2000 as a first-instance Judge in Judecatoria sector 1, Bucharest. Judge Greceanu received her degree in law from the University of Bucharest in 1993 and received her Certificate from the National Institute for Training of Magistrates in 1994. Judge Greceanu is fluent in English, has a working knowledge of Russian and a basic knowledge of French.

Vagn Prusse Joensen (Denmark), born in 1950

20. Judge Joensen is currently serving as a Judge with the International Criminal Tribunal for Rwanda, having been appointed in 2007. Prior to taking up this appointment, Judge Joensen served from 2002 to 2007 as the Presiding Judge of the Danish High Court (Eastern Division), as an International Judge with the United Nations Interim Administration Mission in Kosovo from 2001-2002, as a Judge with the Danish High Court from 1994 to 2001, and as a Judge of the City Court of Copenhagen from 1982 to 1994. Judge Joensen received his degree in law from Aarhus University in 1973. He speaks fluent English and has a working knowledge of French.

Richard Lussick (Samoa), born in 1940

21. Judge Lussick is currently serving as a Judge with the Special Court for Sierra Leone, sitting as part of Trial Chamber II, which is hearing the case against Charles Taylor, former President of Liberia. During his service on the bench of the Special Court, Judge Lussick has acted as Staff Appeals Judge (2005-2006), hearing appeals by staff members against administrative decisions of the Registrar or against disciplinary actions taken against them. Prior to his current appointment with the Special Court, Judge Lussick served as Chief Justice of the Republic of Kiribati from 1995 to 2000 and as Judge and Chairman of the Public Service Board of Appeal, Samoa from 1987 through 1995. Judge Lussick received his Diploma in Law (Barristers Admission Board) from the University of Sydney (Law Extension Course) in 1973. Judge Lussick is fluent in English and has a good knowledge of French. Judge Lussick informed the Internal Justice Council that, although he has New Zealand citizenship conferred through the operation of law as a result of his father's New Zealand citizenship, he has never lived in New Zealand and considers himself to be Samoan. The Council has therefore listed him as Samoan.[4]

[4] While the Tribunals' judges are not staff members of the United Nations, in drawing this conclusion, the Internal Justice Council has adopted the approach analogous to that taken in Staff Rule 4.3(b), which is as follows: "When a staff member has been legally accorded nationality status by more than one State, the staff member's nationality for the purposes of Staff Regulations and the Staff Rules shall be the nationality of the State with which the staff member is, in the opinion of the Secretary-General, most closely associated." (see ST/SGB/2011/1).

B. United Nations Dispute Tribunal

1. Full-time vacancy, New York:

Rosalyn M. Chapman (United States), born in 1943

For the profile of Judge Chapman, please see paragraph 16 above.

Memooda Ebrahim-Carstens (Botswana), born in 1954

22. Judge Ebrahim-Carstens is currently a judge on the United Nations Dispute Tribunal in New York, to which she was appointed in 2009. Prior to her appointment to the Dispute Tribunal, Judge Ebrahim-Carstens was appointed to the High Court of Botswana in February 2009, a position that she vacated in June 2009 to join the Dispute Tribunal. She served as a judge of the Industrial Court of Botswana, a Superior Court of Law and Equity that specializes in labour law, from 1997 to 2009 (including as acting judge in 1997 and 1998 and thereafter as a permanent judge). Between her service on the bench of the Dispute Tribunal and the Industrial Court of Botswana, Judge Ebrahim-Carstens has considerable judicial experience in the field of labour law. From 1987 to 1998, she had her own legal practice in Botswana specializing in employment and labour law, human rights, commercial law and matrimonial law. She received her law degree from the City of London Polytechnic Business Law School in 1979. Her first language is English.

2. Half-time vacancy, rotating between New York, Geneva and Nairobi as required:

Jean-François Cousin (France), born in 1944

23. Judge Cousin is currently an ad litem judge of the United Nations Dispute Tribunal in Geneva, to which he was appointed in 2009. Prior to his appointment to the Dispute Tribunal, Judge Cousin served as presiding judge in the Administrative Appeals Court of Marseille. He previously held office as a presiding judge in the Administrative Tribunal of Marseille (from 2004 to 2007 and from 1998 to 2002) as well as serving as a judge in various administrative tribunals. He also served as an adviser to the Supreme Administrative Court of Thailand (in 2002 and 2003); and as an administrative judge in Papeete, French Polynesia (in 1991 and 1992). He obtained a Master's degree in private law from the Faculty of Law of Paris in 1967. His first language is French and he has a good working knowledge of English.

Goolam Hoosen Kader Meeran (United Kingdom of Great Britain and Northern Ireland), born in 1943

24. Judge Meeran is currently a Judge of the United Nations Dispute Tribunal (half-time), to which he was appointed in 2009. Prior to his appointment to the Dispute Tribunal, Judge Meeran was Circuit Judge and President of the Employment Tribunals for England and Wales from 2002 until December 2008. Previously, he served as Regional Employment Judge of the Employment Tribunals for the London South Region, from 1997 to 2002 and was acting Regional Employment Judge from 1996 to 1997. He also served as a full-time Employment Judge for England and Wales from 1993 to 1996, and a part-time Employment Judge from 1992 to 1993. In all, he has more than 18 years of judicial experience in employment tribunals (including the Dispute Tribunal). He holds degrees from the University of

Manchester (1969) and the London School of Economics (1970) and a diploma in law (1981). His first language is English.

C. United Nations Dispute Tribunal, New York ad litem position (1 January-31 December 2012)

Rosalyn M. Chapman (United States), born in 1943

For the profile of Judge Chapman, please see paragraph 16 above.

Vagn Prusse Joensen (Denmark), born in 1950

For the profile of Judge Joensen, please see paragraph 20 above.

Richard Lussick (Samoa), born in 1940

For the profile of Judge Lussick, please see paragraph 21 above.

(*Signed*) Kate **O'Regan**
(*Signed*) Sinha **Basnayake**
(*Signed*) Jenny **Clift**
(*Signed*) Frank **Eppert**
(*Signed*) Geoffrey **Robertson**

Annex I

Nationalities of applicants (complete applications received by the deadline)

Nationality	*Number of applicants*
Algeria	3
Angola	1
Argentina	3
Australia	6
Austria	1
Bangladesh	1
Belgium	4
Benin	1
Bosnia and Herzegovina	1
Botswana	4
Brazil	17
Bulgaria	1
Burkina Faso	6
Burundi	3
Cameroon	10
Canada	17
Chad	1
Colombia	1
Congo	6
Costa Rica	4
Côte d'Ivoire	5
Denmark	3
Djibouti	1
Egypt	3
El Salvador	1
France	19
Germany	6
Ghana	5
Greece	1
Guyana	1
India	11
Iraq	2
Ireland	3
Italy	9
Japan	1
Jordan	3

Nationality	*Number of applicants*
Kenya	13
Lebanon	3
Lithuania	1
Madagascar	1
Malawi	3
Mali	4
Malta	1
Mauritania	1
Mexico	2
Monaco	1
Mozambique	1
Nepal	1
New Zealand	5
Nigeria	9
Norway	3
Oman	5
Pakistan	4
Philippines	4
Poland	2
Portugal	4
Republic of Korea	1
Republic of Moldova	1
Romania	15
Russian Federation	1
Samoa	1
Senegal	3
South Africa	8
Spain	11
Sri Lanka	2
Sweden	1
Switzerland	2
Togo	4
Trinidad and Tobago	4
Tunisia	2
Uganda	4
Ukraine	1
United Kingdom of Great Britain and Northern Ireland	14
United Republic of Tanzania	4
United States of America	95

Nationality	*Number of applicants*
Venezuela (Bolivarian Republic of)	1
Zambia	1
Zimbabwe	2
Total	**411**

Annex II

Curricula vitae

Rosalyn M. Chapman (United States of America)

Date of birth 16 May 1943

Education

1980	Labor Arbitrator certificate, Institute of Industrial Relations, University of California, Los Angeles
1967	J.D., University of California, Berkeley, Boalt Hall School of Law
1964	B.A. cum laude, University of Michigan, Ann Arbor

Professional experience

1995-2010	United States Magistrate Judge, United States District Court for the Central District of California
1977-1995	Administrative Law Judge, State of California, Office of Administrative Hearings
1980-1995	Labor Arbitrator and Consultant
1973-1977	Legal Services Attorney
1972-1973	Lecturer, School of Law, University of California at Los Angeles
1967-1972	Legal Services Attorney

Other activities

California State Bar Member #43073

2005-present	International Association of Women Judges, Member
2008-2010	Federal Magistrate Judges Association, Board of Directors
2000-2006	Administrative Office of United States Courts, Advisory Group of Magistrate Judges
2002-2005	Federal Bar Association, Los Angeles Chapter Board Member
1999-2002	California-State Federal Judicial Council, Ninth Circuit representative

State Bar of California, Equal Access to Justice Commission
Ex officio member 1998-1999, 2003-2008
Member (1999-2003)

State Bar of California, Public Law Section
Chair (1983-84)
Executive Committee (1981-83)

University of California, Boalt Hall School of Law Alumni Association,
Executive Committee, Vice-President (1996-1997)
Board of Directors (1993-1997)

Los Angeles County Bar Association, Administrative Law Committee, Chair (1980-84)
Labor Law Section, Symposium Planning Committee (1990-91)
Conference of Delegates, Member (1981-84, 1990-91)

Santa Monica Bar Association, Board of Trustees (1984-86)

Languages

English (fluent), French

Moses Chinhengo (Zimbabwe)

Date of birth 29 October 1955

Present positions

Judge, High Court of Botswana; Commissioner for Zimbabwe International Commission of Jurists

Education

1984	Bachelor of Laws (LLB), University of Zimbabwe
1983	Diploma in Legislative Drafting, University of Zimbabwe
1978	Bachelor of Law Degree (BL), University of Rhodesia

Professional experience

2004 to date	Judge, High Court of Botswana
2008 to date	Commissioner for Zimbabwe International Commission of Jurists
1996-2004	Judge, High Court of Zimbabwe
1994-1996	Practising Attorney, Kadandara, Mhiribidi and Chinhengo, Legal Practitioners, Harare, Zimbabwe
1991-1994	Company Secretary, Fidelity Life Assurance Company, Harare
1989-1991	Assistant Corporate Secretary, Zimbabwe Development Corporation, Harare
1983-1989	Chief Law Officer, Department of Legislative Drafting, Ministry of Justice, Legal and Parliamentary Affairs, Zimbabwe
1980-1982	Assistant Secretary and Head of Legal Division, Ministry of Foreign Affairs, Zimbabwe
1979-1980	Various portfolios in the reinsurance and insurance industry - Munich Reinsurance Company of South Africa Johannesburg, South Africa; Lesotho National Insurance Company, Maseru, Lesotho

Other activities

2006	Annual Southern African Development Community Lawyers Association Conference, Harare, Zimbabwe
1989	Regional Forum on the Law of Intellectual Property, Cairo, Egypt
1988	Country Loan Negotiation African Development Bank, Abidjan, Côte d'Ivoire
1981	International Commission of Inquiry into the Crimes of the Racist and Apartheid Regime in Southern Africa, Luanda, Angola

1980-1987	Head of Delegation/Delegate, Third United Nations Conference on the Law of the Sea and the Preparatory Commission for the International Sea-Bed Authority and for the International Tribunal for the Law of the Sea, Geneva, New York and Kingston, Jamaica

Languages

English

Jean Courtial (France)

Date of birth 1 October 1951

Present positions

Judge of the United Nations Appeals Tribunal; Councillor of State (Council of State), France

Education

1982	National School of Administration
1972	Diploma in Philosophy, Toulouse University, France

Professional experience

2009	Appointed Judge of the United Nations Appeals Tribunal
2008	Appointed Councillor of State (Council of State)
1996-2008	Maître des Requêtes (Master of Petitions) Council of State
1992-1996	Judge, Administrative Appellate Court, Lyon
1988-1992	Judge, Administrative Tribunal, Marseille
1986-1988	Senior Officer, Ministry of Finance
1982-1986	Judge, Administrative Tribunal, Marseille
1980-1982	National School of Administration
1973-1980	Officer in the Ministry of Education

As a judge of the Tribunal and the Court, and as a member of the Council of State, he was sometimes in the position of a judge rapporteur who writes judgements, and other times in the position of the Government commissioner (judge responsible for stating, publicly and independently, an opinion on the case before the court and proposing a solution)

Other activities

President of the Western European Union Appeals Board (2010-2011)

Part-time judge rapporteur (decision writer) of the French Constitutional Council (2001-2004)

Legal adviser of the French administration of civil aviation and member of the legal committee of the International Civil Aviation Organization (1998-2002)

Associated Professor of Law, Lyon University (1994-1999)

Knight of the National Order of Merit

Knight of the Legion of Honour

Languages

French (first language), English (good knowledge) and Spanish (good knowledge)

Jean-François Cousin (France)

Date of birth 28 May 1944

Present position

Judge (ad litem) of the United Nations Dispute Tribunal

Education

1968	Paris Institute of Political Studies
1967	Master's degree in private law, Faculty of Law of Paris

Professional experience

Since 2009	Judge (ad litem) of the United Nations Dispute Tribunal in Geneva
2008-2009	Presiding judge of a chamber of the Administrative Appeals Court of Marseille, specialist in urban law
2004-2007	Presiding judge of a chamber of the Administrative Tribunal of Marseille, specialist in civil service disputes. Chairman of regional civil service disciplinary committee
2002-2003	Consultant to the President of the Administrative Supreme Court of Thailand, responsible for training new Thai judges
1998-2002	Presiding judge of a chamber of the Administrative Tribunal of Marseille, specialist in public market cases
1996-1998	Deputy Governor (Sous Préfet), Saint-Laurent du Maroni, French Guyana
1995	Judge, Administrative Tribunal of Marseille
1993-1995	Deputy Governor (Sous Préfet), Segré, Maine et Loire
1991-1992	Judge, Administrative Court of Papeete, French Polynesia
1988-1990	Judge, Administrative Court of La Réunion
1983-1987	Administrative judge in Nice and Marseille
1968-1983	Supply Officer in the French Navy (two years of which in Madagascar)

Languages

French (first language) and English (read, write, speak and understand easily)

Memooda Ebrahim-Carstens (Botswana)

Date of birth 24 May 1954

Present position

Judge of the United Nations Dispute Tribunal (New York), current President of the Dispute Tribunal (2011-2012)

Education

1995-2011	Various postgraduate seminars, courses and certificates including in arbitration, negotiation skills, women and human rights law, labour and employment law, international labour standards, legal philosophy and legal writing and analysis
1985	Admitted to practise at the Botswana Bar
1983	Degree of Utter Barrister, called to the Bar of England and Wales, Lincoln's Inn, London
1979	BA (Hons) Business Law Degree, City of London Polytechnic (now London Metropolitan University), United Kingdom
1975	Part 1 of BA Economics Degree, University of Botswana Lesotho and Swaziland, Gaborone campus

Professional experience

From July 2009	Judge of the United Nations Dispute Tribunal (New York) and President of the Dispute Tribunal (2011-2012)
2009	Judge, High Court of Botswana
1999-2009	Judge, Industrial Court of Botswana (labour court)
1997-1998	Acting Judge, Industrial Court of Botswana
1987-1998	Self-employed attorney in own practice, practised at the Bar of Botswana in all aspects of civil and criminal law, specializing in employment and labour law, human rights, commercial law and matrimonial law
1985-1987	Legal Professional Assistant/Practice Manager for L. S. Walia, Attorneys in Francistown, Botswana
1983-1984	Professional Assistant at Manghnani and Garland-Wells, Solicitors, London
1980	Vacation work, Radia and Co., Solicitors, Kilburn, London

Other former activities and positions

Member of the Law Reporting Committee for Botswana Law Reports — selecting and grading judgements of the Botswana Court of Appeal, High Court and Industrial Court for publication in Botswana Law Reports and the Southern African Legal Information Institute website

Presiding Appeal/Labour Court Judge at University of Botswana Law School Moot Court

Member of the Chief Justice's Working Committee on Judges' Remuneration and Pensions for reporting back to Presidential Commission on the Review of Public Service Salaries in Botswana

Executive Officer, Pupillage and Legal Education Committee of the Law Society of Botswana — promoting continuing legal education programme for lawyers, preparing, setting and marking postgraduate examination

Membership Secretary, Mansfield Law Society, City of London Polytechnic

Member of the Law Society and Bar Association of England and Wales

Numerous lectures and presentations in Botswana and abroad (including at the International Training Centre of the International Labour Organization, Turin, Italy; and for the Southern Africa Litigation Centre, in Pretoria), on topics relating to the Industrial Court of Botswana, labour law, international labour standards, grievance handling and dispute resolution, gender issues in the workplace, children's rights, women and development, ethical standards, the Civil Courts and traditional Customary Courts of Botswana

Board Member, Water Utilities Corporation, one of Botswana's major public utility parastatal corporations

Trustee of Y Care Charitable Trust, Gaborone

Trustee, Supa Ngwao Museum, Francistown

Executive Officer and founding member, Francistown Consumer Action Group

Languages

English (fluent, first language), Setswana, Urdu

Alessandra Greceanu (Romania)

Date of birth 29 April 1967

Present position

Judge at the Bucharest Court of Appeal, Section for Labour Law and Section IV Civil Suit

Education

2005	Participating at the Closing Conference of the Phare Programme RO/02/IB/JH-10 "Continuation of the Assistance to the Development of the National Institute of the Magistracy (NIM) and to the Training Center for Clerks (TCC)" — Diploma of Trainer judge in labour law
2001	Master Course in Human Rights — specialization "Refugee Law"
1994	National Institute for Training of Magistrates, Postgraduate Course (Certificate)
1993	University of Bucharest, The Faculty of Law (Diploma)
1992	Erasmus University (Netherlands), Competence Certificate in Commercial Law and International Private Law
1992	International Institute for Human Rights, Competence Certificate

Professional experience

2005-2010	Trainer judge at the National Institute of Magistrates in labour law and European Union law
February 2010	Trainer at the Romanian European Institute in the field of European Union law
2004-2011	Judge at the Court of Appeal of Bucharest-Civil Section IV and trainer judge at the National Institute of Magistracy in labour law and European Union law
2002-2004	Judge at The Court of Appeal of Bucharest, Labour section
2000-2002	Judge at the Tribunal of Bucharest, Civil and Administrative Suit
2002	Expert in Law at the Ministry of Justice, Governmental Agent for European Court of Human Rights Directorate
1993-2000	Judge at the first instance, Judecatoria sector 1, Bucharest

Other activities

Lecturer, Summer School on Refugee Law (2011)

Judge Expert, round table on "Men against violence — women for peace" organized in Chisinau, Republic of Moldova by the Organization for Security and Cooperation in Europe (2010)

Member of Romanian Team (selected by the Superior Council of Magistracy), Simulated Trial Contests organized in The Hague, the Netherlands (2007, 2009)

Lecturer, Summer School in Asylum and Migration organized by the Office of the United Nations High Commissioner for Refugees (UNHCR) in Romania and the national Police Academy (2010)

Lecturer, "Role of judges in ensuring quality of asylum decisions" training organized by UNHCR in Romania (2009)

Lecturer, seminar on "Capacity-building for refugee Judges and the administrative authorities from Republic of Moldova" organized by UNHCR

Lecturer, seminar on "Capacity-building for Judges in the field of return" organized by the Superior Council of Magistracy and the Office of the National Council of Justice of Hungary

Languages

Romanian (first language), English, Russian, French

Vagn Prusse Joensen (Denmark)

Date of birth 6 July 1950

Present position

Vice-President/Judge of the International Criminal Tribunal for Rwanda, Arusha, Tanzania

Education

1973	Degree in law, Aarhus University, Denmark
1966	Secondary school (gymnasium), Esbjerg, Denmark

Professional experience

Since November 2011	Vice-President of the International Criminal Tribunal for Rwanda
Since 2007	Judge with the International Criminal Tribunal for Rwanda
2002-2007	Presiding Judge of the Danish High Court (Eastern Division)
2001-2002	International Judge, United Nations Interim Administration Mission in Kosovo
1994-2001	Judge, Danish High Court, Eastern Division
1982-1994	Judge, City Court of Copenhagen
1980-1982	Magistrate, City Court of Ballerup (part-time)
1978-1982	Legal officer, Danish Ministry of Justice
1978-1979	Associate Prosecutor, Danish High Court, Eastern Division (part-time)
1977	Associate Prosecutor, Gladsaxe district
1976	Magistrate, City Court of Hvidovre
1974-1975	Legal officer, Danish Ministry of Justice
1974-1976	Practising lawyer
1973	Legal officer, Military Prosecutor's Office, Aarhus (mandatory military service)

Other activities

Chair of the Rules Committee of the International Criminal Tribunal for Rwanda (since 1 June 2007)

Vice-chair/chair of the Dispute Board of the Danish Ministry of Commerce and Industry (1997-2001)

Chair of Tenancy Dispute Board (1985-2000)

Lecturer, Copenhagen University (1978-1980)

Lecturer, Social Workers High School (1976–1977)

Lecturer, Aarhus University (1973)

Language skills

English (proficient), French

Richard Lussick (Samoa)

Date of birth 8 June 1940

Present position

Judge of the Special Court for Sierra Leone

Education

1996	Fellow, Commonwealth Judicial Education Institute
1986	Admitted as a Barrister and Solicitor of the Supreme Court of Samoa
1974	Admitted as a Barrister of the High Court of Australia
1973	Admitted as a Barrister of the Supreme Court of New South Wales, Australia
1973	Dip. Law (Barristers Admission Board) University of Sydney Law Extension Course — completed course in minimum time with 6 distinctions

Professional experience

2004-present	Judge, Special Court for Sierra Leone
	Presiding Judge of Trial Chamber II from January 2006 to January 2007 and from January 2009 to January 2010
	Staff Appeals Judge from May 2005 to May 2006
2002-2004	Barrister and Solicitor of the Supreme Court of Samoa
2000-2002	Barrister, Solicitor and Consultant, Sapolu, Lussick, Barristers, Solicitors and Notaries (Samoa)
1995-2000	Chief Justice of the Republic of Kiribati
1987-1995	Judge and Chairman of the Public Service Board of Appeal, Samoa
	Chairman of the Public Service Board of Appeal (1988-1995)
1986-1987	Parliamentary Counsel, Office of the Attorney-General, Samoa
1973-1986	Barrister-at-Law, Sydney, New South Wales, Australia

Other activities

Vice-President (Pacific Region) Commonwealth Magistrates' and Judges' Association (1997-2000)

Member of the Executive Committee of the Pacific Judicial Education Project (1997-2001)

Member of the Commonwealth Reference Group for Gender Equality (1996-present)

Council Member, Commonwealth Magistrates' and Judges' Association (1994-1997)

New South Wales Bar Association (Associate Member) (1973-present)

Samoan Law Society (Member) (1986-present)

Languages

Fluent in English, fair knowledge of French

Goolam Hoosen Kader Meeran (United Kingdom of Great Britain and Northern Ireland)

Date of birth 12 April 1943

Present position

Judge of the United Nations Dispute Tribunal (half-time)

Education

1982	Bar finals; called to the Bar, Gray's Inn
1981	Diploma in Law
1970	MSc (Econ), London School of Economics; Masters in Social Psychology
1969	BA Hons, Psychology, University of Manchester, Upper second class

Professional experience

2009-present	Judge of the United Nations Dispute Tribunal (half-time)
2009-present	Deputy Judge of the Upper Tribunal (United Kingdom)
2002-2008	Appointed Circuit Judge and President of the Employment Tribunals (England and Wales)
1997-2002	Regional Employment Judge, London South Region
1996-1997	Acting Regional Employment Judge, London South Region
1993-1996	Full-time Employment Judge (England and Wales)
1992-1993	Part-time Employment Judge (England and Wales)
1986-1993	Practice at the Bar specializing in employment law, mainly in discrimination
1982-1986	One of four directors of the Commission for Racial Equality
1977-1982	Principal Complaints Officer, Commission for Racial Equality (with a 20-month gap to do the Bar conversion course and Bar finals)
1973-1977	Principal Conciliation Officer, Race Relations Board (mediating and conciliating complaints of racial discrimination in both the employment and non-employment fields)
1970-1973	Conciliation Officer, Race Relations Board

Other activities

Awarded a Knighthood "For Services to the Administration of Justice" (2009)

Founder member of the Ethnic Minorities Advisory Committee of the United Kingdom Judicial Studies Board (1991-1996)

Member of the Tribunals Committee of the Judicial Studies Board. Reappointed in 2003 following a public advertisement. The appointment has been continuous since

then and will end shortly, with the establishment of the Judicial College (1996-2012)

Judicial Studies Board trainer on equal treatment, targeted at judicial office holders

Member of the Courts and Diversity Working Group set up by the Department of Constitutional affairs to commission research into a range of equality-related issues affecting members of minority ethnic groups in the courts and tribunals in the United Kingdom (1989)

Judicial member on judicial selection panels, mainly, but not exclusively, in the employment tribunals

Member of the Working Party on part-time salaried appointments for the judiciary (2002-2004)

Member of the reconstituted Employment Tribunals System Task Force set up by the sponsoring Government department to monitor and advise on the effectiveness of the legal and administrative arrangements for resolving and determining employment disputes (2002-2005)

Introduced a pilot programme, offering judicial mediation and member of the project board monitoring its effectiveness (2006)

Introduced an effective judicial mediation programme (2007-2008)

Judicial member of Sino-British cooperative project on dispute resolution mechanisms in employment relations. This involved a series of six visits to China, participating in several plenary conferences and in devising and delivering suitable training programmes to judges and arbitrators through a combination of lectures, small group discussion and role-playing (2004-2007)

Working collaboratively with the president of the Malawi Labour Court on practice and procedure in the resolution and, where appropriate, the judicial determination of individual employment disputes (2006-2009)

Member of the Employment Tribunals System Steering Board, which replaced the Task Force (2005-2008)

Judicial representative of two separate steering groups advising the Minister on changes to the Employment Tribunals Regulations and Rules of Procedure (2002-2008)

Chair of the Employment Tribunals National User Group (2002-2008)

Member of the Judicial Appointments Commission's advisory group on selection procedures, which had the remit of ensuring that the recruitment process operated in a manner that did not disadvantage any particular candidate (2006-2008)

Member of the Judicial Appointments Commission's Diversity Forum, concerned with the question whether the existing recruitment and selection procedures for judicial appointments were either directly or indirectly discriminatory against candidates from various underrepresented groups and if so, to propose measures to redress the historical imbalances (2006-2008)

Language skills

English (fluent)